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ABSTRACT

This publication presents the data from a survey of salaries of student affairs administrators at colleges and universities nation-wide in 24 tables. Of the 1,090 questionnaires mailed, 544 (49.9 percent) were returned. The data are presented in descriptive form with negligible interpretive narrative. Section I contains demographic information by region, institutional classification, institutional support, institutional enrollment, and salary determination methods. Section II presents information about the Chief Student Affairs Officers regarding their areas of responsibility, benefits received, and age clustering. Section III provides composite data for all student service positions in this study with respect to gender, education level, length of time in position, length of time at institution, and ethnic background. Section III also provides salary figures for each of the positions included in the study. (JB)

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NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS

DIVISION OF RESEARCH & PROGRAM DEVELOPMENT

Randy E. Hyman, Director

NASPA SALARY SURVEY RESULTS 1991-92

Comprehensive Data Analysis

HE 026 408

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NASPA SALARY SURVEY RESULTS
1991-92

PREFACE

The NASPA Research and Program Development Committee, as a part of its continuing commitment to serve the chief student affairs officer, completed the sixth NASPA Salary Survey of member institutions during the 1991-92 academic year. Of the 1,090 questionnaires mailed, 544 (49.9%) were returned with the use of a follow-up reminder. When compared to the 1989-90 NASPA Salary Survey, the 1991-92 NASPA Salary Survey has a few additional categories and variables. One major change was the use of full-time equivalent enrollment quantities in the presentation of the salary analysis as compared to the use of head-count enrollment aggregates in the 1989-90 NASPA Salary Study. It is the researchers opinion that full-time equivalent data is more functional and reliable in making comparisons across institutions.

The data presented in this report are in descriptive form with negligible interpretive writing. There are three sections to this report. Section I contains demographic information by NASPA region, institutional classification, institutional support, institutional enrollment, and salary determination methods. Section II presents information about the Chief Student Affairs Officers regarding their areas of responsibility, benefits received, and age clustering. Section III provides composite data for all student service positions in this study with respect to gender, education level, length of time in position, length of time at institution, and ethnic background. Section III also provides salary figures for each of the positions in this study.

The NASPA Division of Research and Program Development would like to extend its sincere appreciation to all who participated in the 1991-92 salary survey. We also wish to acknowledge the College of Education, Dr. Daniel Robinson, and Dr. Larry Ebbers at Iowa State University for their support and assistance in the preparation of this report. Any questions regarding the information in this report should be directed to:

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SECTION I
INSTITUTIONAL INFORMATION

TABLE 1
NASPA regional location of survey respondents.

NASPA REGION	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
Region I	41	7.5	8.5
Region II	71	13.1	14.8
Region III	117	21.5	24.3
Region IV East	112	20.6	23.3
Region IV West	84	15.4	17.5
Region V	35	6.4	7.3
Region VI	21	3.9	4.4
Not Indicated	63	11.6	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

TABLE 2
Institutional classification of survey respondents.

SURVEY CLASSIFICATION	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
Two-Year Institution	61	11.2	11.5
Upper Division Only	9	1.7	1.7
Four-Year College	231	42.5	43.7
University	228	41.9	43.1
Not Indicated	15	2.8	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

TABLE 3

Source of support for the institutions responding to survey.

SOURCE OF SUPPORT	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
Public	310	57.0	57.7
Private	227	41.7	42.3
Not Indicated	7	1.3	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

TABLE 4

Enrollment at institutions responding to survey by Head-Count (full and part-time students) and FTE-Count (full-time equivalent).

INSTITUTION ENROLLMENT	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
HEAD-COUNT			
Under 1,000	56	10.3	11.1
1,000 - 2,499	131	24.1	25.9
2,500 - 4,999	86	15.8	17.0
5,000 - 9,999	93	17.1	18.4
10,000 - 19,999	93	17.1	18.4
20,000 - 30,000	36	6.6	7.1
Over 30,000	11	2.0	2.2
Not Indicated	38	7.0	***
Total	544	100.0	100.0
FTE-COUNT			
Under 1,000	52	9.6	13.8
1,000 - 2,499	81	14.9	21.5
2,500 - 4,999	76	14.0	20.2
5,000 - 9,999	66	12.1	17.5
10,000 - 19,999	66	12.1	17.5
20,000 - 30,000	23	4.2	6.1
Over 30,000	13	2.4	3.4
Not Indicated	167	30.7	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

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The Chief Student Affairs Officers were asked to check the statement which best described how the majority of the salaries at their institution were determined. Listed below are the methods used to determine the salaries for the student services positions:

One. The salary or salary range is determined according to an established university-wide position and salary classification schedule.

Two. The salary or salary range is determined according to a statewide or system-wide position and salary classification schedule.

Three. The salary or salary range is determined by the institution; it is not predetermined by an established salary classification schedule.

Four. Other.

TABLE 5
Methods of salary determination for institutions responding to survey.

METHOD OF DETERMINATION	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
One	180	33.1	33.3
Two	94	17.3	17.4
Three	259	47.6	47.9
Four	8	1.5	1.5
Not Indicated	3	0.6	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

SECTION II
INFORMATION REGARDING
CHIEF STUDENT AFFAIRS OFFICERS

TABLE 6

Areas of responsibility for the Chief Student Affairs Officers responding to the 1991- 1992 NASPA Salary Survey[a].

Area Of RESPONSIBILITY	ANSWERING YES	ADJUSTED PERCENT	ANSWERING NO	ADJUSTED PERCENT
Academic Support Services	139	25.6	404	74.4
Admissions	214	39.4	329	60.6
Athletics	202	37.2	341	62.8
Career Planning/Placement	469	86.4	74	13.6
Dean of Students	427	78.6	116	21.4
Counseling Centers	515	94.8	28	5.2
Financial Aid	280	51.6	263	48.4
Fraternities/Sororities	358	65.9	185	34.1
Housing	454	83.6	89	16.4
International Students	362	66.7	181	33.3
Minority Students	386	71.1	157	28.9
Orientation	487	89.7	56	10.3
Records/Registration	154	28.4	389	71.6
Recreation/Intramurals	358	65.9	185	34.1
Security	125	23.0	418	77.0
Student Activities	534	98.3	9	1.7
Student Health Service	470	86.6	73	13.4
Student Life Programs	475	87.5	68	12.5
Student Life Research	284	52.3	259	47.7
Student Retention	271	49.9	272	50.1
Student Union	417	76.8	126	23.2
Child Care	127	23.4	416	76.6
Other	296	54.5	247	45.5

(a) One respondent failed to answer this portion of the survey making it 543 cases for calculating adjusted percentages.

TABLE 7

Fringe benefits received (in whole or part) by the Chief Student Affairs Officers at their respective institutions.

FRINGE BENEFIT	ANSWERING YES	ADJUSTED[a] PERCENT	ANSWERING NO	ADJUSTED[a] PERCENT
Dental Insurance	336	61.9	207	38.1
Disability Insurance	446	82.1	97	17.9
Health/Hospitalization	534	98.3	9	1.7
Housing Facilities	29	5.3	514	94.7
Life Insurance	485	89.3	58	10.7
Tuition Discounts/Free for Self for Work Performed	359	66.1	184	33.9
Retirement Program	530	97.6	13	2.4
Staff or Faculty Discount Program	309	56.9	234	43.1
Tuition Discounts/Free for Spouse or Children	358	65.9	185	34.1
Sabbatical	125	23.0	418	77.0

Note: On an average, the fringe benefits provided were 24.2% over the base salary of the Chief Student Affairs Officers. The standard deviation of this average calculated at 7.1%. The fringe benefits provided ranged from no benefits to 66% over present base salary.

(a) One respondent failed to answer this portion of the survey making it 533 cases for calculating adjusted percentages.

TABLE 8

Age groups of Chief Student Affairs Officers responding to survey.

AGE GROUP	NUMBER	RELATIVE PERCENT	ADJUSTED PERCENT
Under 25 Years	***	***	***
26 to 35 Years	20	3.7	3.8
36 to 45 Years	181	33.3	34.0
46 to 55 years	256	47.1	48.1
Over 55 Years	75	13.8	14.1
Not Indicated	12	2.2	***
Total	544	100.0	100.0

*** These respondents are not included in adjusted percentage calculations.

SECTION III
INFORMATION REGARDING
CHIEF STUDENT AFFAIRS OFFICERS

The remainder of this report consists of Tables 9 - 24. Table 9 provides a composite presentation of all student service positions in the study with respect to the gender of the person holding the position, the highest degree earned, the number of years in present position, and the number of years at the present institution. Table 10 provides a composite comparison of all student service positions in the study with respect to the ethnic background of the person holding the position. Tables 11 - 24 present an analysis of the salary data for each of the positions included in this study.

This **NASPA Salary Study** involved fourteen key positions at institutions of higher education within the student affairs division. The position classifications and descriptions are:

CHIEF STUDENT AFFAIRS OFFICER(CSAO)

The position at your institution having responsibility for the total student affairs program.

ASSOCIATE

A position, other than the CSAO, which has primary responsibility for administrative detail. (This position which is often entitled Associate Vice President or Administrative Associate, may not exist in all divisions.)

ASSISTANT

A position, other than the CSAO, which has primary responsibility for administrative detail. (Assistant Vice President or Administrative Assistant, may not exist in all divisions.)

DEAN OF STUDENTS(Dean)

The position which has primary responsibility for campus environment (eg., student activities, intramural programs, student conduct, etc.)

ASSOCIATE DEAN OF STUDENTS(Assc Dean)

The position, other than the Dean of Students or Assistant Dean of Students, which has primary responsibility for the campus environment (e.g., student activities, intramural programs, student conduct, etc.)

ASSISTANT DEAN OF STUDENTS(Asst Dean)

The position, other than the Dean of Students or Associate Dean of Students, which has primary responsibility for the campus environment (e.g., student activities, intramural programs, student conduct, etc.)

DIRECTOR OF COUNSELING SERVICES(Dir CS)

The position, other than the CSAO, which has primary responsibility for direction of the Counseling Center or Counseling Services.

DIRECTOR OF STUDENT FINANCIAL AID(FA Dir)

The position which has primary responsibility for student financial aid.

CAREER PLANNING AND PLACEMENT DIRECTOR(CPP Dir)

The position which has primary responsibility for career planning and placement on your campus.

STUDENT HEALTH DIRECTOR(SH Dir)

The position which has primary responsibility for student health on your campus.

STUDENT UNION DIRECTOR(SU Dir)

The position which has primary responsibility for the student union on your campus.

DIRECTOR OF SECURITY(Dir Sec)

The position which has primary responsibility for security on your campus.

ADMISSIONS DIRECTOR(Adm Dir)

The position which has primary responsibility for admissions on your campus.

REGISTRAR/REGISTRATION(Registrar)

The position which has primary responsibility for student academic records on your campus.

TABLE 9

Composite comparisons by the number of respondents listing this as a position at their institution and adjusted percentages regarding gender, education, and length of time in a position or at an institution.

TITLE OF OFFICER	NUMBER	GENDER		EDUCATION				MEAN TIME	
		FEMALE PERCENT	MALE PERCENT	PhD/EdD PERCENT	MA/MS PERCENT	BA/BS PERCENT	OTHER PERCENT	IN POSITION	AT SCHOOL
CSAO	544	26.9	73.1	65.5	31.3	0.9	2.2	7.3	12.2
Associate	170	32.3	67.7	43.5	49.4	4.2	3.0	6.6	12.7
Assistant	191	60.4	39.6	16.2	52.0	17.9	14.0	5.1	11.2
Dean	185	43.1	56.9	47.0	49.2	2.2	1.6	6.3	11.4
Assc Dean	171	42.9	57.1	28.0	66.1	3.0	3.0	6.0	9.8
Asst Dean	200	52.8	47.2	10.2	73.6	11.7	4.6	4.6	7.2
Dir CS	465	45.2	54.8	64.7	33.8	0.9	0.7	6.7	9.9
FA Dir	389	46.2	53.8	5.3	65.2	24.9	4.5	8.4	11.7
CPP Dir	433	55.2	44.8	14.5	74.1	10.2	1.2	6.6	9.2
SH Dir	412	69.7	30.3	32.2	26.4	22.2	19.2	7.3	9.5
SU Dir	348	31.6	68.4	6.0	74.3	15.0	4.8	7.4	10.4
Dir Sec	265	7.3	92.7	1.3	37.3	38.6	22.8	6.9	8.9
Adm Dir	348	34.1	65.9	15.5	65.8	17.0	1.8	6.8	10.4
Registrar	309	46.4	53.6	17.3	58.5	20.8	3.5	8.2	13.2

TABLE 10

Composite comparisons by the number of responses and adjusted percentages for each office regarding ethnic background.

TITLE OF OFFICER	BLACK		ASIAN		HISPANIC		AMERICAN INDIAN		CAUCASIAN (Not Hispanic)		OTHER	
	N	%	N	%	N	%	N	%	N	%	N	%
CSAO	50	9.3	3	0.6	8	1.5	2	0.4	472	88.1	1	0.2
Associate	23	13.7	3	1.8	2	1.2	***	***	139	82.7	1	0.6
Assistant	27	14.4	***	***	9	4.8	1	0.5	148	79.1	2	1.1
Dean	20	11.0	***	***	3	1.7	1	0.6	157	86.7	***	***
Assc Dean	16	9.5	1	0.6	6	3.6	***	***	145	86.3	***	***
Asst Dean	25	12.6	2	1.0	11	5.5	2	1.0	159	79.9	***	***
Dir CS	33	7.2	3	0.7	11	2.4	2	0.4	410	89.1	1	0.2
FA Dir	34	8.8	5	1.3	15	3.9	4	1.0	326	84.7	1	0.3
CPP Dir	28	6.5	1	0.2	15	3.5	1	0.2	383	89.5	***	***
SH Dir	15	3.8	3	0.8	7	1.8	2	0.5	368	92.9	1	0.3
SU Dir	22	6.5	6	1.8	6	1.8	3	0.9	301	89.1	***	***
Dir Sec	24	9.3	***	***	5	1.9	***	***	230	88.8	***	***
Adm Dir	15	4.4	1	0.3	7	2.1	1	0.3	316	92.7	1	0.3
Registrar	13	4.4	1	0.3	2	0.7	***	***	279	94.6	***	***

*** No respondents providing all information needed for this grouping.

TABLE 11

Salary analysis for **Chief Student Affairs Officers** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	523	$ 67,480	$ 19,216	$ 25,000 - $155,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	52	$ 46,113	$ 10,850	$ 25,000 - $ 71,385
1,000 - 2,499	78	$ 55,823	$ 11,429	$ 32,415 - $ 90,000
2,500 - 4,999	72	$ 67,995	$ 11,489	$ 41,500 - $ 97,500
5,000 - 9,999	65	$ 75,958	$ 12,533	$ 48,240 - $105,985
10,000 - 19,999	65	$ 85,920	$ 16,543	$ 45,380 - $155,000
20,000 - 29,999	21	$ 92,458	$ 9,558	$ 75,000 - $110,000
Over 30,000	11	$100,915	$ 13,632	$ 82,281 - $131,400
SOURCE OF SUPPORT				
Public	301	$ 73,460	$ 17,210	$ 38,000 - $131,400
Private	216	$ 59,384	$ 18,963	$ 25,000 - $155,000
GENDER				
Female	140	$ 62,507	$ 19,176	$ 25,000 - $125,460
Male	375	$ 69,418	$ 19,066	$ 28,000 - $155,000
ETHNIC BACKGROUND				
Black	47	$ 80,229	$ 20,546	$ 40,000 - $131,400
Asian	3	$ 77,002	$ 26,853	$ 46,000 - $ 93,005
Hispanic	7	$ 78,094	$ 10,796	$ 66,319 - $ 91,481
American Indian	2	$ 52,252	$ 20,155	$ 38,000 - $ 66,504
Caucasian (Not Hispanic)	456	$ 66,074	$ 18,747	$ 25,000 - $155,000
Other	1	$ 52,000	$ 0	$ 52,000 - $ 52,000

TABLE 12

Salary analysis for **Associates** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	166	$ 54,521	$ 17,257	$ 18,000 - $101,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	5	$ 30,520	$ 5,270	$ 24,000 - $ 38,500
1,000 - 2,499	16	$ 37,264	$ 8,614	$ 26,000 - $ 60,000
2,500 - 4,999	17	$ 50,121	$ 12,329	$ 28,250 - $ 72,500
5,000 - 9,999	25	$ 52,789	$ 12,076	$ 27,000 - $ 82,000
10,000 - 19,999	39	$ 64,147	$ 15,533	$ 20,600 - $ 99,500
20,000 - 29,999	12	$ 64,102	$ 8,580	$ 46,000 - $ 75,840
Over 30,000	9	$ 74,169	$ 11,473	$ 49,355 - $ 89,070
SOURCE OF SUPPORT				
Public	115	$ 59,928	$ 15,051	$ 20,600 - $ 99,500
Private	47	$ 42,099	$ 16,148	$ 18,000 - $101,000
GENDER				
Female	53	$ 49,428	$ 16,587	$ 18,000 - $ 89,070
Male	110	$ 56,427	$ 16,839	$ 24,000 - $101,000
ETHNIC BACKGROUND				
Black	22	$ 55,991	$ 16,217	$ 33,000 - $ 89,070
Asian	3	$ 80,167	$ 7,522	$ 73,000 - $ 88,000
Hispanic	1	$ 49,884	$ 0	$ 49,884 - $ 49,884
American Indian	***	$ ***	$ ***	$ *** - $ ***
Caucasian (Not Hispanic)	137	$ 53,568	$ 16,865	$ 18,000 - $101,000
Other	1	$ 30,000	$ 0	$ 30,000 - $ 30,000

*** No respondents providing all information needed for this grouping.

TABLE 13

Salary analysis for **Assistants** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	190	$ 40,223	$ 16,084	$ 14,000 - $ 94,500
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	6	$ 21,113	$ 4,059	$ 15,500 - $ 27,180
1,000 - 2,499	15	$ 35,898	$ 17,872	$ 19,776 - $ 94,500
2,500 - 4,999	18	$ 35,069	$ 9,827	$ 18,750 - $ 52,000
5,000 - 9,999	26	$ 39,086	$ 13,209	$ 20,652 - $ 68,460
10,000 - 19,999	43	$ 49,365	$ 15,539	$ 18,835 - $ 81,400
20,000 - 29,999	17	$ 45,808	$ 16,040	$ 27,846 - $ 87,725
Over 30,000	8	$ 53,941	$ 12,496	$ 32,600 - $ 71,090
SOURCE OF SUPPORT				
Public	136	$ 42,767	$ 15,867	$ 17,000 - $ 87,725
Private	50	$ 34,122	$ 15,823	$ 14,000 - $ 94,500
GENDER				
Female	112	$ 35,108	$ 15,177	$ 14,000 - $ 94,500
Male	74	$ 48,264	$ 14,479	$ 17,000 - $ 87,725
ETHNIC BACKGROUND				
Black	27	$ 44,986	$ 14,138	$ 17,000 - $ 77,082
Asian	***	$ ***	$ ***	$ *** - $ ***
Hispanic	9	$ 48,551	$ 16,094	$ 27,846 - $ 70,000
American Indian	1	$ 20,000	$ 0	$ 20,000 - $ 20,000
Caucasian (Not Hispanic)	147	$ 39,529	$ 16,407	$ 14,000 - $ 94,500
Other	2	$ 29,000	$ 15,556	$ 18,000 - $ 40,000

*** No respondents providing all information needed for this grouping.

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TABLE 14

Salary analysis for **Deans of Students** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	182	$ 51,336	$ 12,089	$ 18,000 - $ 86,544
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	3	$ 37,100	$ 13,283	$ 26,500 - $ 52,000
1,000 - 2,499	12	$ 43,642	$ 11,714	$ 22,500 - $ 55,700
2,500 - 4,999	29	$ 47,257	$ 8,590	$ 33,000 - $ 71,124
5,000 - 9,999	27	$ 50,168	$ 12,662	$ 28,206 - $ 72,500
10,000 - 19,999	42	$ 57,146	$ 12,388	$ 18,000 - $ 86,544
20,000 - 29,999	14	$ 57,088	$ 8,688	$ 43,478 - $ 70,300
Over 30,000	8	$ 64,438	$ 4,745	$ 57,899 - $ 71,748
SOURCE OF SUPPORT				
Public	127	$ 52,641	$ 11,843	$ 21,000 - $ 86,544
Private	54	$ 48,292	$ 12,333	$ 18,000 - $ 72,500
GENDER				
Female	77	$ 50,152	$ 12,469	$ 18,000 - $ 86,544
Male	101	$ 52,269	$ 11,910	$ 21,000 - $ 75,996
ETHNIC BACKGROUND				
Black	20	$ 49,656	$ 13,537	$ 28,206 - $ 70,300
Asian	***	$ ***	$ ***	$ *** - $ ***
Hispanic	3	$ 40,667	$ 21,197	$ 18,000 - $ 60,000
American Indian	1	$ 46,380	$ 0	$ 46,380 - $ 46,380
Caucasian (Not Hispanic)	154	$ 51,792	$ 11,835	$ 21,000 - $ 86,544
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

TABLE 15

Salary analysis for **Associate Deans of Students** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	169	$ 39,686	$ 10,850	$ 13,500 - $ 80,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	8	$ 29,951	$ 8,828	$ 13,500 - $ 44,400
1,000 - 2,499	23	$ 31,747	$ 7,144	$ 18,000 - $ 52,000
2,500 - 4,999	18	$ 40,038	$ 8,650	$ 23,686 - $ 53,000
5,000 - 9,999	22	$ 44,789	$ 9,374	$ 33,025 - $ 68,000
10,000 - 19,999	29	$ 43,802	$ 13,370	$ 23,000 - $ 80,000
20,000 - 29,999	9	$ 44,262	$ 6,655	$ 33,660 - $ 53,988
Over 30,000	6	$ 50,342	$ 11,653	$ 37,924 - $ 69,817
SOURCE OF SUPPORT				
Public	86	$ 43,215	$ 11,019	$ 23,686 - $ 80,000
Private	81	$ 36,257	$ 9,401	$ 13,500 - $ 59,000
GENDER				
Female	72	$ 37,160	$ 9,037	$ 18,000 - $ 62,311
Male	96	$ 41,696	$ 11,702	$ 13,500 - $ 80,000
ETHNIC BACKGROUND				
Black	16	$ 40,250	$ 10,448	$ 23,686 - $ 71,697
Asian	1	$ 44,598	$ 0	$ 44,598 - $ 44,598
Hispanic	6	$ 49,968	$ 17,285	$ 36,657 - $ 80,000
American Indian	***	$ ***	$ ***	$ *** - $ ***
Caucasian (Not Hispanic)	143	$ 39,330	$ 10,525	$ 13,500 - $ 69,817
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

TABLE 16

Salary analysis for **Assistant Deans of Students** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION[a]				
ALL REPORTING	198	$ 32,710	$ 8,704	$ 14,500 - $ 58,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	18	$ 24,425	$ 8,656	$ 14,500 - $ 49,000
1,000 - 2,499	30	$ 28,465	$ 8,393	$ 15,500 - $ 50,597
2,500 - 4,999	21	$ 35,986	$ 7,909	$ 24,200 - $ 53,000
5,000 - 9,999	25	$ 36,416	$ 8,855	$ 22,992 - $ 58,000
10,000 - 19,999	36	$ 37,483	$ 8,711	$ 22,600 - $ 55,308
20,000 - 29,999	12	$ 32,826	$ 7,035	$ 24,262 - $ 51,000
Over 30,000	7	$ 37,216	$ 5,431	$ 28,648 - $ 45,138
SOURCE OF SUPPORT				
Public	100	$ 35,161	$ 8,456	$ 21,731 - $ 58,000
Private	98	$ 30,209	$ 8,269	$ 14,500 - $ 53,000
GENDER				
Female	104	$ 31,812	$ 7,330	$ 14,500 - $ 53,244
Male	93	$ 33,798	$ 9,966	$ 15,500 - $ 58,000
ETHNIC BACKGROUND				
Black	25	$ 34,233	$ 7,624	$ 17,000 - $ 46,922
Asian	2	$ 29,934	$ 195	$ 29,976 - $ 30,072
Hispanic	11	$ 36,072	$ 6,869	$ 23,616 - $ 46,400
American Indian	2	$ 34,000	$ 1,414	$ 33,000 - $ 35,000
Caucasian (Not Hispanic)	157	$ 32,300	$ 9,047	$ 14,500 - $ 58,000
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

TABLE 17

Salary analysis for **Directors of Counseling Services** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION[a]				
ALL REPORTING	447	$ 43,834	$ 14,712	$ 12,000 - $ 86,544
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	33	$ 27,749	$ 6,899	$ 15,850 - $ 55,000
1,000 - 2,499	57	$ 35,829	$ 9,812	$ 18,000 - $ 60,672
2,500 - 4,999	68	$ 42,070	$ 7,217	$ 24,000 - $ 56,106
5,000 - 9,999	62	$ 47,623	$ 7,857	$ 30,000 - $ 66,167
10,000 - 19,999	61	$ 54,926	$ 11,673	$ 34,500 - $ 86,544
20,000 - 29,999	22	$ 60,776	$ 10,814	$ 40,000 - $ 81,766
Over 30,000	12	$ 69,326	$ 6,588	$ 55,754 - $ 76,986
SOURCE OF SUPPORT				
Public	271	$ 48,219	$ 12,998	$ 19,000 - $ 86,544
Private	171	$ 37,113	$ 12,028	$ 12,000 - $ 84,764
GENDER				
Female	195	$ 39,176	$ 13,756	$ 12,000 - $ 86,544
Male	245	$ 47,593	$ 12,538	$ 21,000 - $ 84,764
ETHNIC BACKGROUND				
Black	33	$ 47,728	$ 11,664	$ 26,000 - $ 73,344
Asian	3	$ 54,959	$ 14,536	$ 38,196 - $ 64,080
Hispanic	11	$ 47,171	$ 17,659	$ 22,000 - $ 76,986
American Indian	2	$ 28,250	$ 2,475	$ 26,500 - $ 30,000
Caucasian (Not Hispanic)	392	$ 43,252	$ 13,668	$ 12,000 - $ 86,544
Other	1	$ 66,000	$ 0	$ 66,000 - $ 66,000

(a) Salaries of less than $12,000 were eliminated from this report.

TABLE 18

Salary analysis for **Directors of Student Financial Aid** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	361	$ 44,530	$ 12,580	$ 18,000 - $ 90,504
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	26	$ 27,011	$ 4,833	$ 18,000 - $ 37,800
1,000 - 2,499	43	$ 35,834	$ 9,896	$ 20,000 - $ 70,428
2,500 - 4,999	56	$ 43,029	$ 9,073	$ 30,000 - $ 69,458
5,000 - 9,999	48	$ 45,642	$ 7,526	$ 29,640 - $ 70,000
10,000 - 19,999	53	$ 53,415	$ 11,343	$ 20,000 - $ 84,504
20,000 - 29,999	20	$ 58,330	$ 10,242	$ 45,000 - $ 90,504
Over 30,000	13	$ 63,979	$ 9,800	$ 46,730 - $ 81,500
SOURCE OF SUPPORT				
Public	263	$ 46,955	$ 11,760	$ 20,000 - $ 90,504
Private	95	$ 37,988	$ 12,611	$ 18,000 - $ 70,428
GENDER				
Female	153	$ 40,221	$ 11,586	$ 18,000 - $ 72,400
Male	202	$ 47,731	$ 12,422	$ 20,000 - $ 90,504
ETHNIC BACKGROUND				
Black	33	$ 44,612	$ 11,506	$ 25,000 - $ 71,244
Asian	5	$ 42,895	$ 6,437	$ 35,112 - $ 51,400
Hispanic	14	$ 47,285	$ 15,945	$ 20,000 - $ 84,504
American Indian	4	$ 39,108	$ 13,547	$ 20,500 - $ 53,000
Caucasian (Not Hispanic)	301	$ 44,525	$ 12,688	$ 18,000 - $ 90,504
Other	1	$ 31,630	$ 0	$ 31,630 - $ 31,630

TABLE 19

Salary analysis for **Career Planning and Placement Directors** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION[a]				
ALL REPORTING	411	$ 38,848	$ 12,029	$ 12,000 - $ 92,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	25	$ 27,134	$ 7,533	$ 15,000 - $ 45,000
1,000 - 2,499	62	$ 32,464	$ 10,250	$ 16,500 - $ 65,808
2,500 - 4,999	60	$ 36,631	$ 8,176	$ 22,796 - $ 58,647
5,000 - 9,999	52	$ 42,535	$ 7,406	$ 25,913 - $ 64,081
10,000 - 19,999	54	$ 49,120	$ 9,296	$ 27,600 - $ 73,344
20,000 - 29,999	19	$ 50,438	$ 9,608	$ 34,153 - $ 66,936
Over 30,000	10	$ 61,799	$ 14,163	$ 37,740 - $ 92,000
SOURCE OF SUPPORT				
Public	241	$ 42,278	$ 11,785	$ 19,000 - $ 92,000
Private	166	$ 34,065	$ 10,746	$ 12,000 - $ 65,808
GENDER				
Female	228	$ 35,958	$ 10,952	$ 12,000 - $ 70,452
Male	182	$ 42,550	$ 12,322	$ 12,000 - $ 92,000
ETHNIC BACKGROUND				
Black	28	$ 38,590	$ 11,245	$ 25,408 - $ 73,344
Asian	1	$ 23,633	$ 0	$ 23,633 - $ 23,633
Hispanic	14	$ 43,894	$ 9,982	$ 27,000 - $ 62,184
American Indian	1	$ 43,860	$ 0	$ 43,860 - $ 43,860
Caucasian (Not Hispanic)	363	$ 38,776	$ 12,160	$ 12,000 - $ 92,000
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

(a) Salaries of less than $12,000 were eliminated from this report.

TABLE 20

Salary analysis for **Student Health Directors** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION[a]				
ALL REPORTING	382	$ 46,330	$ 27,455	$ 12,000 - $150,090
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	23	$ 22,099	$ 11,213	$ 12,800 - $ 68,000
1,000 - 2,499	55	$ 26,913	$ 11,310	$ 14,000 - $ 81,900
2,500 - 4,999	48	$ 35,216	$ 13,579	$ 13,903 - $ 86,000
5,000 - 9,999	52	$ 50,765	$ 23,005	$ 22,779 - $111,490
10,000 - 19,999	53	$ 71,186	$ 24,140	$ 21,500 - $150,090
20,000 - 29,999	18	$ 87,538	$ 18,778	$ 46,000 - $115,114
Over 30,000	12	$ 94,923	$ 19,276	$ 70,233 - $130,476
SOURCE OF SUPPORT				
Public	221	$ 55,766	$ 28,234	$ 12,000 - $150,090
Private	158	$ 33,204	$ 19,961	$ 12,500 - $112,000
GENDER				
Female	263	$ 35,860	$ 21,129	$ 12,000 - $150,090
Male	116	$ 70,101	$ 25,298	$ 16,820 - $130,476
ETHNIC BACKGROUND				
Black	14	$ 43,444	$ 35,546	$ 16,820 - $150,090
Asian	3	$ 45,019	$ 24,120	$ 29,000 - $ 72,857
Hispanic	7	$ 47,368	$ 31,720	$ 22,000 - $102,600
American Indian	2	$ 30,317	$ 12,468	$ 21,500 - $ 39,133
Caucasian (Not Hispanic)	341	$ 46,103	$ 26,964	$ 12,000 - $130,476
Other	1	$ 85,853	$ 0	$ 85,853 - $ 85,853

(a) Salaries of less than $12,000 were eliminated from this report.

TABLE 21

Salary analysis for **Student Union Directors** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION[a]				
ALL REPORTING	333	$ 40,105	$ 13,773	$ 14,000 - $ 87,170
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	16	$ 22,730	$ 6,196	$ 14,000 - $ 36,000
1,000 - 2,499	44	$ 29,065	$ 7,621	$ 15,000 - $ 50,500
2,500 - 4,999	47	$ 38,761	$ 10,566	$ 21,000 - $ 71,000
5,000 - 9,999	51	$ 45,306	$ 10,087	$ 24,000 - $ 72,500
10,000 - 19,999	51	$ 50,412	$ 11,501	$ 28,000 - $ 80,000
20,000 - 29,999	19	$ 56,935	$ 12,074	$ 37,528 - $ 87,170
Over 30,000	9	$ 61,757	$ 10,600	$ 52,000 - $ 82,740
SOURCE OF SUPPORT				
Public	218	$ 44,257	$ 12,871	$ 19,000 - $ 87,170
Private	113	$ 32,172	$ 11,896	$ 14,000 - $ 72,500
GENDER				
Female	104	$ 32,660	$ 11,616	$ 14,000 - $ 72,500
Male	221	$ 43,370	$ 13,346	$ 15,869 - $ 87,170
ETHNIC BACKGROUND				
Black	22	$ 35,947	$ 12,971	$ 23,000 - $ 72,500
Asian	6	$ 42,243	$ 17,401	$ 23,000 - $ 63,703
Hispanic	6	$ 35,419	$ 11,795	$ 21,000 - $ 55,300
American Indian	3	$ 37,419	$ 16,207	$ 26,198 - $ 56,000
Caucasian Not Hispanic	289	$ 40,612	$ 13,856	$ 14,000 - $ 87,170
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

(a) Salaries of less than $12,000 were eliminated from this report.

TABLE 22

Salary analysis for Directors of Security by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	224	$ 40,581	$ 14,229	$ 12,000 - $ 79,000
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	10	$ 28,045	$ 10,889	$ 13,700 - $ 54,000
1,000 - 2,499	30	$ 26,232	$ 7,761	$ 12,000 - $ 43,000
2,500 - 4,999	40	$ 41,142	$ 11,180	$ 20,000 - $ 63,446
5,000 - 9,999	29	$ 43,239	$ 9,987	$ 25,000 - $ 65,000
10,000 - 19,999	30	$ 52,542	$ 14,195	$ 20,000 - $ 79,000
20,000 - 29,999	9	$ 54,184	$ 8,779	$ 40,000 - $ 68,790
Over 30,000	7	$ 63,663	$ 8,780	$ 50,000 - $ 75,400
SOURCE OF SUPPORT				
Public	145	$ 44,492	$ 13,764	$ 17,000 - $ 79,000
Private	78	$ 33,455	$ 12,255	$ 12,000 - $ 65,000
GENDER				
Female	14	$ 39,356	$ 16,011	$ 20,000 - $ 64,008
Male	207	$ 40,723	$ 14,222	$ 12,000 - $ 79,000
ETHNIC BACKGROUND				
Black	20	$ 39,597	$ 13,125	$ 17,000 - $ 63,902
Asian	***	$ ***	$ ***	$ *** - $ ***
Hispanic	4	$ 35,500	$ 14,295	$ 20,000 - $ 50,000
American Indian	***	$ ***	$ ***	$ *** - $ ***
Caucasian (Not Hispanic)	195	$ 40,676	$ 14,347	$ 12,000 - $ 79,000
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

(a) Salaries of less than $12,000 were eliminated from this report.

TABLE 23

Salary analysis for **Admissions Directors** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	321	$ 48,656	$ 13,908	$ 20,000 - $ 85,800
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	26	$ 32,117	$ 8,864	$ 20,000 - $ 54,080
1,000 - 2,499	37	$ 41,947	$ 10,957	$ 28,000 - $ 71,400
2,500 - 4,999	49	$ 50,384	$ 12,554	$ 30,000 - $ 84,000
5,000 - 9,999	47	$ 49,132	$ 11,067	$ 30,000 - $ 74,000
10,000 - 19,999	46	$ 55,423	$ 10,615	$ 35,535 - $ 80,000
20,000 - 29,999	16	$ 58,186	$ 10,138	$ 38,907 - $ 77,909
Over 30,000	10	$ 71,705	$ 9,766	$ 60,300 - $ 85,800
SOURCE OF SUPPORT				
Public	233	$ 49,823	$ 12,884	$ 20,000 - $ 85,800
Private	87	$ 45,543	$ 16,074	$ 22,000 - $ 84,000
GENDER				
Female	107	$ 44,402	$ 13,343	$ 20,000 - $ 83,604
Male	209	$ 50,913	$ 13,724	$ 22,000 - $ 85,800
ETHNIC BACKGROUND				
Black	15	$ 40,858	$ 10,650	$ 26,000 - $ 60,000
Asian	1	$ 35,147	$ 0	$ 35,147 - $ 35,147
Hispanic	7	$ 49,866	$ 17,475	$ 28,000 - $ 80,000
American Indian	1	$ 22,000	$ 0	$ 22,000 - $ 22,000
Caucasian (Not Hispanic)	289	$ 49,467	$ 13,713	$ 20,000 - $ 85,800
Other	1	$ 37,018	$ 0	$ 37,018 - $ 37,018

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TABLE 24

Salary analysis for **Registrars/Registrations** by consolidation, institution enrollment(FTE), source of support, gender, and ethnic background.

CATEGORY	N	MEAN	S.D.	SALARY RANGE
CONSOLIDATION				
ALL REPORTING	274	$ 46,213	$ 13,084	$ 19,000 - $89,500
INSTITUTION ENROLLMENT(FTE)				
Under 1,000	20	$ 30,192	$ 5,480	$ 19,000 - $ 44,000
1,000 - 2,499	33	$ 38,970	$ 11,162	$ 19,200 - $ 65,933
2,500 - 4,999	43	$ 47,510	$ 10,111	$ 25,000 - $ 71,000
5,000 - 9,999	41	$ 46,256	$ 9,836	$ 26,900 - $ 68,000
10,000 - 19,999	38	$ 56,141	$ 10,325	$ 40,000 - $ 89,500
20,000 - 29,999	12	$ 54,254	$ 8,293	$ 36,235 - $ 67,750
Over 30,000	11	$ 70,633	$ 8,184	$ 60,000 - $ 85,800
SOURCE OF SUPPORT				
Public	203	$ 48,872	$ 12,492	$ 19,200 - $ 89,500
Private	70	$ 38,532	$ 11,821	$ 19,000 - $ 69,993
GENDER				
Female	119	$ 40,201	$ 12,404	$ 19,000 - $ 85,800
Male	152	$ 50,960	$ 11,734	$ 28,000 - $ 89,500
ETHNIC BACKGROUND				
Black	12	$ 49,658	$ 18,399	$ 26,500 - $ 89,500
Asian	1	$ 62,000	$ 0	$ 62,000 - $ 62,000
Hispanic	2	$ 50,848	$ 1,906	$ 49,500 - $ 52,196
American Indian	***	$ ***	$ ***	$ *** - $ ***
Caucasian (Not Hispanic)	247	$ 46,096	$ 13,067	$ 19,000 - $ 85,800
Other	***	$ ***	$ ***	$ *** - $ ***

*** No respondents providing all information needed for this grouping.

(a) Salaries of less than $12,000 were eliminated from this report.

In conclusion, this ongoing service to chief student affairs officers will continue with additional analytical reports. We would like to remind individuals using this report that the information presented here may vary from other sources. Our information may not concur with other sources because the individuals providing information differ, this cross sectional analysis is only of NASPA member institutions, and the time period and term for which the information is reported is different from source to source. We do hope that the information we provide is useful to you. We would appreciate your continued support.